aetna

Group Insurance Plan of Benefits for
SYSCO CORPORATION (Control # 155797)
administered by Aetna International®
Your Plan Effective Date: January 1, 2026

Eligibility Provision			
Employee	Regular full-time employees of SYSCO CORPORATION participating in this plan working a minimum of 25 hours per week.		
Dependent	Spouse, same or opposite sex domestic partner; children up to age 26, regardless of student status		
PPO Medical			
PLAN FEATURES	**Outside the U.S.**	**In the U.S. Preferred Benefits (In-Network)**	**In the U.S. Non-Preferred Benefits (Out-of-Network)**
Individual Deductible	$0 per calendar year	$1,000 per calendar year	$2,000 per calendar year
Family Deductible	$0 per calendar year	$2,000 per calendar year	$4,000 per calendar year
Prior Plan Credit	Prior plan credit accrued within the last calendar year from previous carrier applies to the current year		
Individual Payment Limit *(Does not include precertification penalty. Includes Outpatient Prescription Drugs when outside the US)*	$0 per calendar year	$3,500 per calendar year	$7,000 per calendar year
Family Payment Limit *(Does not include precertification penalty. Includes Outpatient Prescription Drugs when outside the US)*	$0 per calendar year	$7,000 per calendar year	$14,000 per calendar year
Lifetime Maximum	Unlimited		
Inpatient Per Confinement Deductible *(Maximum of 3 per calendar year)*	None	$250	$500
Member Payment Percentages			
Hospital Services			
Inpatient	No charge	10% after deductible and $250 inpatient per confinement copay	30% after deductible and $500 inpatient per confinement deductible
Outpatient	No charge	10% after deductible	30% after deductible
Private Room Limit	The institution's semiprivate rate		
Pre-certification Penalty *Pre-Certification for certain types of Non-Preferred care received inside the U.S. must be obtained to avoid a reduction in benefits paid for that care. Pre-Certification for Hospital Admissions, Treatment Facility Admissions, Convalescent Facility Admissions, Home Health Care and Hospice Care is required - excluded amount applied separately to each type of expense. Contact the service center to determine if pre-certification is needed for a procedure.*	No Penalty	No Penalty	$400
Non-Emergency Use of the Emergency Room	No charge	10% after deductible	30% after deductible
Emergency Room	No charge	10% after $150 copay	10% after $150 copay
Non-Urgent Use of Urgent Care Provider	No charge	10% after deductible	30% after deductible
Urgent Care	No charge	10% after $75 copay	30% after deductible
Ambulance	No charge	10% deductible waived	10% deductible waived

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PPO Medical			
		In the U.S.	
PLAN FEATURES	**Outside the U.S.**	**Preferred Benefits (In-Network)**	**Non-Preferred Benefits (Out-of-Network)**
Member Payment Percentages			
Physician Services			
Physician Office Visit	No charge	No charge after $25 copay	30% after deductible
Specialist Office Visit	No charge	No charge after $40 copay	30% after deductible
Allergy Testing and Treatment	No charge	No charge after $40 copay	30% after deductible
Allergy Serum and Injection	No charge	10% after deductible	30% after deductible
Walk in Clinics *Walk-in Clinics are free-standing health care facilities that (a) may be located in or with a pharmacy, drug store, supermarket or other retail store; and (b) provide limited medical care and services on a scheduled or unscheduled basis. Urgent care centers, emergency rooms, the outpatient department of a hospital, ambulatory surgical centers, and physician offices are not considered to be Walk-in Clinics.*	No Charge	No Charge after $25 copay **Designated Walk-in Clinics** No Charge	30% after deductible
CVSH Virtual Care (Including Mental Health for Ages 13+) and CVSH Virtual Primary Care	Not covered	No charge	Not covered
Mental Health Services			
Mental Health Inpatient Coverage *(Unlimited days per calendar year)*	No charge	10% after deductible and $250 inpatient per confinement copay	30% after deductible and $500 inpatient per confinement deductible
Mental Health Outpatient Coverage *(Unlimited visits per calendar year)*	No charge	No charge after $40 copay	30% after deductible
Alcohol/Drug Abuse Services			
Substance Abuse Inpatient Coverage *(Unlimited days per calendar year)*	No charge	10% after deductible and $250 inpatient per confinement copay	30% after deductible and $500 inpatient per confinement deductible
Substance Abuse Outpatient Coverage *(Unlimited visits per calendar year)*	No charge	No charge after $40 copay	30% after deductible

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PLAN FEATURES	**Outside the U.S.**	**Preferred Benefits (In-Network)**	**Non-Preferred Benefits (Out-of-Network)**
Prescription Drug Coverage			
Generic Drugs (365 day maximum supply) includes contraceptives	No charge	$10 copay per month supply (includes Mail Order Drugs)	30% after deductible
Formulary Brand Name Drugs (365 day maximum supply) includes contraceptives	No charge	$40 copay per month supply (includes Mail Order Drugs)	30% after deductible
Non Formulary Generic and Brand Name Drugs (365 day maximum supply) includes contraceptives	No charge	$70 copay per month supply (includes Mail Order Drugs)	30% after deductible
Member Payment Percentages			
Preventive Benefits			
Routine Children Physical Exams	No charge	No charge	30% after deductible
7 exams in the first 12 months of life, 3 exams in the second 12 months of life, 3 exams in the third 12 months of life, 1 exam per 12 months thereafter to age 22 (includes immunizations)			
Routine Adult Physical Exams	No charge	No charge	30% after deductible
Adults age 22+ & -65: 1 exam/12 months Adults age 65+: 1 exam/12 months includes immunizations			
Routine Gynecological Exams	No charge	No charge	30% after deductible
Includes 1 exam and pap smear per calendar year			
Routine Breast Cancer Screenings	No charge	No charge	30% after deductible
Unlimited visits per calendar year			
Prostate Specific Antigen (PSA)	No charge	No charge	No charge
Unlimited tests per calendar year			
Routine Digital Rectal Exam (DRE)	No charge	No charge	No charge
Unlimited exams per calendar year			
Colorectal Cancer Screening	No charge	No charge	30% after deductible
Includes 1 flex sigmoid and double barium contrast every 5 years; and at age 45+ 1 colonoscopy every 10 years			
Routine Hearing Exam	No charge	No charge	30% after deductible
Includes one routine exam every 24 months			
Hearing Aids	No charge	10% after deductible	30% after deductible
1 hearing aid per ear to $1,000 maximum per ear every 3 years for child to age 24			

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Vision Care			
Routine Eye Exam *(Covered under medical) Includes one routine exam every 12 months*	No charge	No charge	30% after deductible
Vision Care Supplies *Schedule maximums apply every 12 months*	No charge up to $200 maximum	No charge up to $200 maximum	No charge up to $200 maximum

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PPO Medical			
PLAN FEATURES	**Outside the U.S.**	**In the U.S.** **Preferred Benefits (In-Network)**	**Non-Preferred Benefits (Out-of-Network)**
Member Payment Percentages			
Other Services			
Skilled Nursing Facility *(120 days per calendar year)*	No charge	10% after deductible and $250 inpatient per confinement copay	30% after deductible and $500 inpatient per confinement deductible
Hospice Care Facility Inpatient *(30 days lifetime maximum)*	No charge	10% after deductible and $250 inpatient per confinement copay	30% after deductible and $500 inpatient per confinement deductible
Hospice Care Facility Outpatient *(Unlimited lifetime maximum)*	No charge	10% after deductible	30% after deductible
Home Health Care *(120 visits per calendar year combined, includes Private Duty Nursing)*	No charge	10% after deductible	30% after deductible
Spinal Disorder Treatment *(Unlimited visits per calendar year)*	No charge	No charge after $10 copay	25% after deductible
Speech Therapy *(60 visits per calendar year)*	No charge	No charge after $40 copay	30% after deductible
Short Term Rehabilitation *(Includes coverage for Occupational and Physical Therapies; Unlimited visits per calendar year)*	No charge	No charge after $10 copay	25% after deductible
Diagnostic Outpatient X-ray	No charge	10% after deductible	30% after deductible
Diagnostic Outpatient Lab	No charge	10% after deductible	30% after deductible
Durable Medical Equipment *(Unlimited calendar year maximum)*	No charge	10% after deductible	30% after deductible
Base Infertility Services *(Base plan coverage includes coverage limited to the testing and treatment of underlying condition and Artificial Insemination)*	No charge	10% after deductible	30% after deductible
ART Infertility Services *(6 cycles per lifetime for Advanced Reproductive Technology (ART) coverage with cryopreservation, storage, 6 cycles of ovulation induction and unlimited embryo transfers)*	No charge	10% after deductible	30% after deductible
Autism	*Autism covered same as any other expense.* Member cost sharing is based on the type of service performed and the place of service where it is rendered.		
Payment for Non-Preferred Providers*	Not Applicable	Not Applicable	Professional: 105% of Medicare Facility: 140% of Medicare

Other Health Care (Out-of-Area): *When care is provided in the U.S. in a geographic area in which Aetna has not contracted with a provider, charges are payable at 80% after any applicable Deductible (does not apply to those expenses paid at a reduced payment percentage). The benefit levels associated with the following In-Network provisions would apply: Deductible, Family Deductible, Inpatient Hospital Deductible, Out-of-pocket maximum(s).*

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Member programs and services included in your plan

Resources and details may vary depending on member location.

Aetna Smart Compare Intelligent Matching*

Using Artificial Intelligence to analyze 100+ provider and member data points, our provider search is able to identify high-quality, high-performing and cost-effective U.S. doctors with the highest likelihood to meet a member's preferences and specific health needs.

CVS Health Virtual Primary Care™ and CVS Health Virtual Care™*

Our telehealth solutions give members in the U.S. access to virtual primary care, 24/7 on-demand care, and mental health services for ages 13 and up, all through one convenient digital platform. It's shorter wait times and affordable pricing.

Global maternity program with Maven

From conception to postpartum and newborn care support, our clinical care management team of nurses direct members to the best resources, including Maven's digital health platform. It's worldwide access to unlimited, 24/7 virtual support from quality providers across 35+ specialties, who speak 35+ languages.
Within the U.S., members also have access to the Aetna Enhanced Maternity Program®* which includes family-planning and fertility support using predictive analytics, educational resources and guided genetic counseling to address at-risk members.

Transform Oncology*

High-touch, member-focused support delivers an elevated standard of cancer care. Members diagnosed with cancer can benefit from a personal navigator, guided genetic testing, precision medicine and site-of-care support, while controlling costs.

Emergency assistance and medical evacuation services

Members get support during a medical emergency with necessary resources and personalized care. If a medical evacuation is needed, our team mobilizes immediately to efficiently get them to the proper care.

Teladoc®*

Access to anytime, on-demand, virtual care through a national network of certified physicians by phone and online-video consultations.

All Aetna International plans also include these valuable member resources:

- 24-hour Nurse Line*
- Discounts on health, wellness and fitness services- including Class Pass
- Employee Assistance Program (EAP) for personalized physical and mental health support and 5 therapy sessions annually, per member, per condition
- Global safety and security assistance services for alerts and advice to help navigate crises and disasters
- International Care Management with pre- and post-assignment consultation at no additional cost
- Prescription management and world-wide shipping
- Well-being assessment*

**Available only in the United States.*

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PPO Dental			
PLAN FEATURES	**Outside the U.S.**	**Inside the U.S.**	
		Preferred Benefits (In-Network)	**Non-Preferred Benefits (Out-of-Network)**
Individual Deductible	$50	$50	$50
Family Deductible	$150	$150	$150
Type A Expense *(Diagnostic & Preventive)*	No Charge	No Charge	No Charge
Type B Expense *(Basic Restorative)*	20%	20%	20%
Type C Expense *(Major Restorative)*	50%	50%	50%
Calendar Year Maximum	$1,500	$1,500	$1,500
Orthodontic Treatment *Coverage for Adults and Dependent*	50%	50%	50%
Orthodontic Lifetime Maximum Treatment	$1,000	$1,000	$1,000
Please refer to your Plan Documents for additional benefit coverages for Types A, B and C			

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Medical Plan Caveats
This plan includes coverage under the extent required in accordance with the Federal Mental Health Parity and Addiction Equity Act (MHPAEA) beginning with plan years starting on or after January 1, 2018. *This plan includes coverage for women's preventive and other preventive health benefits to the extent required under the Affordable care act beginning with plan years starting on or after August 1, 2012.* *Payment limits apply per individual on a calendar year basis. Only those out-of-pocket expenses resulting from the application of a payment percentage, deductibles and copays may be used to satisfy the payment limit. Precertification penalty are excluded from the payment limit.* *There is cross-application between calendar year deductible, out of pocket maximum and lifetime maximum across overseas, in-network and out-of network level of benefits.* *Coverage maximums up to a certain number of days/visits per calendar year are reached by combining the Preferred and Non-Preferred benefits up to the limit for either one plan or the other, but not both. (Example, if the Preferred benefit is for 120 days and the Non-Preferred benefit is for 120 days, the maximum benefit is 120 days, not 240 days).* *In-Network - deductible and coinsurance may apply to pap smears, DRE tests and PSA tests if billed by an independent laboratory provider.* *Maternity expenses are covered as any other medical expense. Coverage is provided for an employee and spouse and all female family members. Pregnancy benefits do not continue to be payable after coverage ends except in the event of total disability.* *For contracted hospitals, the non-contracted Radiologist, Anesthesiologist and Pathologist (RAPS) are paid at the preferred level, and will be subject to reasonable and customary charges. Note that this payment method may apply to other providers.* *Copayments and coinsurance for chiropractic visits are capped at 25% of the amount due to the chiropractor.*
* Payment for Non-Preferred Providers *We cover the cost of care differently based on whether health care providers, such as doctors and hospitals, are "in network" or "out of network." We want to help you understand how much Aetna pays for your out-of-network care. At the same time, we want to make it clear how much more you will need to pay for this out-of-network care.* *As an example, you may choose a doctor in our network. You may choose to visit an out-of-network doctor. If you choose a doctor who is out of network, your Aetna health plan may pay some of that doctor's bill. Most of the time, you will pay a lot more money out of your own pocket if you choose to use an out-of-network doctor or hospital.* *When you choose out-of-network care, Aetna limits the amount it will pay. This limit is called the "recognized" or "allowed" amount. When you choose out-of-network care, Aetna "recognizes" an amount based on what Medicare pays for these services. The government sets the Medicare rate. Exactly how much Aetna "recognizes" depends on the plan you or your employer picks.* *Your out-of-network doctor sets the rate to charge you. It may be higher -- sometimes much higher -- than what your Aetna plan "recognizes" or "allows." Your doctor may bill you for the dollar amount that Aetna doesn't recognize. You must also pay any copayments, coinsurance and deductibles under your plan. No dollar amount above the recognized charge counts toward your deductible or maximum out-of-pocket. To learn more about how we pay out-of-network benefits visit Aetna.com. Type "how Aetna pays" in the search box.* *You can avoid these extra costs by getting your care from Aetna's broad network of health care providers. Go to* ***www.aetna.com*** *and click on "Find a Doctor" on the left side of the page. If you are already a member, sign on to your Aetna Navigator member site.* *This way of paying out-of-network doctors and hospitals applies when you choose to get care out of network. When you have no choice (for example: emergency room visit after a car accident), we will pay the bill as if you got care in network. You pay your plan's copayments, coinsurance and deductibles for your in-network level of benefits. Contact Aetna if your provider asks you to pay more. You are not responsible for any outstanding balance billed by your providers for emergency services beyond your copayments, coinsurance and deductibles.*

This plan of benefits is underwritten by Aetna Life Insurance Company (Delaware).

This is only a brief summary of the PPO Medical, Passive PPO Dental benefits available. Some restrictions may apply.

For more specific information about the coverage details, ***including limitations, exclusions and other plan requirements****, please refer to the employee booklet (which will be provided near the time the plan becomes effective).*

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For Plans Compliant with United States Federal Affordable Care Act (ACA) legislation
Aetna complies with applicable Federal civil rights laws and does not discriminate, exclude or treat people differently based on their race, color, national origin, sex, age, or disability.

Aetna provides free aids/services to people with disabilities and to people who need language assistance.

If you need a qualified interpreter, written information in other formats, translation or other services, call the number on your ID card.

If you believe we have failed to provide these services or otherwise discriminated based on a protected class noted above, you can also file a grievance with the Civil Rights Coordinator by contacting:
Civil Rights Coordinator, P.O. Box 14462, Lexington, KY 40512 (CA HMO customers: PO Box 24030 Fresno, CA 93779), 1-800-648-7817, TTY: 711, Fax: 859-425-3379 (CA HMO customers: 860-262-7705), CRCoordinator@aetna.com.

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights Complaint Portal, available at https://ocrportal.hhs.gov/ocr/portal/lobby.jsf, or at: U.S. Department of Health and Human Services, 200 Independence Avenue SW., Room 509F, HHH Building, Washington, DC 20201, or at 1-800-368-1019, 800-537-7697 (TDD).

Aetna is the brand name used for products and services provided by one or more of the Aetna group of subsidiary companies, including Aetna Life Insurance Company, Coventry Health Care plans and their affiliates (Aetna).

TTY: 711

English	To access language services at no cost to you, call the number on your ID card.
Spanish	Para acceder a los servicios lingüísticos sin costo alguno, llame al número que figura en su tarjeta de identificación.
Chinese Traditional	如欲使用免費語言服務，請撥打您健康保險卡上所列的電話號碼
Arabic	للحصول على الخدمات اللغوية دون أي تكلفة، الرجاء الاتصال على الرقم الموجود على بطاقة اشتراكك.
French	Pour accéder gratuitement aux services linguistiques, veuillez composer le numéro indiqué sur votre carte d'assurance santé.
French Creole (Haitian)	Pou ou jwenn sèvis gratis nan lang ou, rele nimewo telefòn ki sou kat idantifikasyon asirans sante ou.
German	Um auf den für Sie kostenlosen Sprachservice auf Deutsch zuzugreifen, rufen Sie die Nummer auf Ihrer ID-Karte an.
Italian	Per accedere ai servizi linguistici senza alcun costo per lei, chiami il numero sulla tessera identificativa.
Japanese	無料の言語サービスは、ID カードにある番号にお電話ください。
Korean	무료 다국어 서비스를 이용하려면 보험 ID 카드에 수록된 번호로 전화해 주십시오.
Persian Farsi	برای دسترسی به خدمات زبان به طور رایگان، با شماره قید شده روی کارت شناسایی خود تماس بگیرید.
Polish	Aby uzyskać dostęp do bezpłatnych usług językowych, należy zadzwonić pod numer podany na karcie identyfikacyjnej.
Portuguese	Para aceder aos serviços linguísticos gratuitamente, ligue para o número indicado no seu cartão de identificação.
Russian	Для того чтобы бесплатно получить помощь переводчика, позвоните по телефону, приведенному на вашей идентификационной карте.
Tagalog	Upang ma-access ang mga serbisyo sa wika nang walang bayad, tawagan ang numero sa iyong ID card.
Vietnamese	Để sử dụng các dịch vụ ngôn ngữ miễn phí, vui lòng gọi số điện thoại ghi trên thẻ ID của quý vị.